Alberta's Skill Shortages

Alberta

Inventory | Government of Alberta Initiatives

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Contents

Background	ii
Aboriginal Affairs and Northern Development	1
Advanced Education	3
Agriculture, Food and Rural Development	7
Children's Services	9
Community Development	10
Economic Development	11
Education	13
Energy	15
Finance	16
Health and Wellness	18
Human Resources and Employment	20
Infrastructure and Transportation	25
Innovation and Science	26
Sustainable Resource Development	28

Background

In the past decade, skill shortages have become a subject of considerable attention for industry, government and the general public. Trends such as global communication, increased use of new technologies and the emergence of new knowledge-based economies mean work must be approached in different ways. There is a requirement for workers to have higher skills and education, and at the same time, we have an aging population, accompanying slower labour force growth, and greater competition for labour. In addition to these global considerations, Alberta faces immediate challenges in that it has a strong energy economy with investment at an all-time high. Combined, these factors raise increasing concerns around skill shortages in Alberta.

What are skill shortages?

There are many interpretations of what is meant by skill shortages. Generally, a shortage is a situation where employers have difficulties finding qualified workers to fill available positions. Skill shortages occur when the demand for workers with specific skills exceeds the supply at existing market conditions, including current wages and locations.

Shortages may be economy-wide or may be limited to particular occupations or skill sets. If they are economy-wide, they may be local in scope or may be province-wide, nation-wide or even global. The current shortages in health professions, including doctors and nurses, are examples of global shortages. Shortages may be occupation-based, reflecting imbalances in the number of workers available in given occupations; or they may be skill-based, reflecting changing skill requirements within occupations.

To add to the mix, shortages may be seasonal, cyclical or structural. Structural factors include an aging population, changes in consumer tastes, technology changes, and institutional changes (i.e. changes in wage contracts or government legislation). Canada's aging population - almost one-third of Canadians today are baby boomers born between 1947 and 1966 - is often cited as key structural evidence that labour shortages will become more apparent over the next decade, as boomers move into retirement.

What evidence is there of skill shortages in Alberta?

In Alberta, employers raise skill shortages as an issue and report recruitment challenges in key sectors due to shortages of suitably skilled, qualified, and experienced people in the labour market. According to the 2003 Alberta Wage and Salary Survey, approximately 51 per cent of employers indicated a hiring difficulty over the past two years and 21 per cent have at least one position unfilled for over four months. In 2004, 24 of the 53 occupational classifications had unemployment rates of less than three per cent, indicating a skill shortage. Alberta's economy showed continued growth in 2004, with 40,000 new jobs created and at 4.6%, the lowest provincial unemployment rate in Canada. While evidence suggests we are not experiencing widespread labour shortages, shortages are emerging in specific occupations and in specific areas of the province.

What is being done about skill shortages?

From studies and forums held with employers and industry on this issue over the past year, common themes that have emerged include the need for an integrated government approach to labour force development and the need for increased communication

among stakeholders and with Albertans. To provide an understanding of activities already in place to address skill shortages, Human Resources and Employment (HRE) asked government departments attending Labour Force Planning Committee sessions to provide information on their major responsibilities and *current or approved* activities related to skill shortages. Fourteen departments submitted the information included in this inventory.

Understanding and addressing existing and future potential shortages is a multi-faceted challenge, with no one solution. Our challenge is for stakeholders, including employers, industry, training providers and government, to work together to find the commitment, resources and organization needed to take action on a number of fronts simultaneously.

Aboriginal Affairs & Northern Development

Department

Major Responsibilities

- Encourages initiatives to increase Aboriginal participation in the social and economic life of Alberta and to facilitate the resolution of significant Aboriginal issues
- Facilitates the development of Northern Alberta; engages northern communities, business, industry and other stakeholders to identify, coordinate and address strategic northern socio-economic priorities, opportunities and challenges
- Enhances provincial relations with Aboriginal people
- Leads implementation of Alberta's Aboriginal Policy Framework
- Assists in the development of cross-ministry policies and strategies respecting Aboriginal and northern issues in Alberta
- Encourages timely settlement of outstanding treaty land entitlement claims for which the province has an obligation under the Natural Resources Transfer Agreement and co-ordinates provincial implementation of settlement agreements

Skill Shortages Activities/Initiatives

- *Leading in Learning & Skilled Workforce Cross Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing

strategies to address these issues, including development of a new Government of Alberta labour supply strategy

- *Aboriginal Policy Initiative* (co-champion) - assists other ministries to develop strategies and initiatives to increase Aboriginal participation in the economy

- *First Nations Community Capacity Initiative* (lead) - works with First Nations, industry and federal government partners to increase First Nations individual and community capacity building skill sets and First Nations economic development, including development of a viable and competitive First Nations private sector

- *Aboriginal Labour Force Survey* - works with Human Resources and Employment (HRE) and Statistics Canada to supply monthly labour statistics for the off-reserve Aboriginal population of Alberta

Bursaries offered by the Northern Alberta Development Council: www.gov.ab.ca/nadc

Works with HRE to provide support to the federal government's *Aboriginal Workforce Participation Initiative* (AWPI), a program to increase Aboriginal employment in the private sector

Alberta Aboriginal Apprenticeship Program (AAAP) Advisory Committee member

- Aboriginal Human Resources Development Council of Canada member

Advanced Education

Department

Major Responsibilities

- Apprenticeship and Industry Training
  - Develops program standards with industry
  - Counsels apprentices and employers
  - Provides funding for approved programs
  - Certifies learners
- Adult Learning
  - Funds education providers, including research
  - Provides student financial assistance
  - Approves programs of study
  - Licenses and certifies education providers

Skill Shortages Activities/Initiatives

- *Leading in Learning & Skilled Workforce Cross Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- *Collaborative Labour Force Strategy* (partner) - a Central Alberta strategy to resolve skill shortages in key industries: manufacturing, oil and gas, agri-food and transportation. Funding for this strategy was provided by a regional labour force working group that included the Central Alberta Economic Partnership (CAEP), government departments, training providers and the private sector
- *Wage and Salary Survey* (partners with HRE)

- *Provincial Nominee Program* (partners with Economic Development)
- Partners with the federal government's *Temporary Foreign Worker Program*
- Provides information on career, education and employment through the Alberta Learning Information System (ALIS): www.alis.gov.ab.ca (partners with HRE)
- Assess international academic credentials through the *International Qualification Assessment Service* (IQAS)
- *Integrating Skilled Immigrants into the Alberta Economy* - works with cross-ministry team to implement new actions for integrating immigrants into the Alberta economy
- Works on labour market forecasting
    - Works with the Construction Owners Association of Alberta (COAA) to develop an annual labour forecast in the trades
    - Works with HRE and the federal government on labour market forecasts
    - Contributes funding to the *Aboriginal Labour Force Survey*
- Collaborates with the Canadian Apprenticeship Forum to promote the skilled trades as a career option to youth, parents and educators
- Works with industry to promote and create more opportunities for women in construction
- Alternate Delivery of Technical Training - make available alternate delivery of apprenticeship technical training as requested by industry, including distance, mobile and weekly (one day a week) delivery

- Apprenticeship Scholarships - awarded over 200 $1,000 scholarships to apprentices, including 50 *Registered Apprenticeship Program* (RAP) apprentices, to recognize their excellence and encourage them to continue with their training; number of RAP scholarships to increase to 500 in 2005
- *Alberta Aboriginal Apprenticeship Project* - promotes apprenticeship and industry training to Aboriginal people, communities and organizations and helps Aboriginal people enter and complete apprenticeship programs
- *Youth Apprenticeship Project* (YAP) - a pilot project helping students in grades 7 through 12 explore career options through integrated learning activities in the trades and agriculture-related occupations
- *Registered Apprenticeship Program* - allows high school students to become employed apprentices and earn credits toward both an apprenticeship program and a high school diploma, as well as earn an income
- *Interprovincial Standards (Red Seal) Program* - provides mobility across Canada for skilled workers and their employers who wish to move and work inter-provincially; allows qualified tradespeople to practise their trade in any Canadian province or territory where the trade is designated without having to write further examinations
- Partners with *CAREERS: The Next Generation* - encourages students to consider all career options, promotes the RAP and assists with internships

- Over the next three years, 15,000 student spaces will be added to post-secondary institutions in Alberta; a total of 60,000 new spaces by 2020 are projected to be in place
- Approved a $500-million expansion to the *Ingenuity Fund*, supporting research and innovation
- Established a $3-billion *Access to the Future Endowment Fund* to support innovation and excellence and expand opportunities for Albertans
- Increased funding available to support community-based programs that make it possible for Albertans to access literacy and basic skills training in their communities

Agriculture Food & Rural Development

Department

Major Responsibilities

- Industry growth - facilitates new and diversified product development, enhanced market access and improved food industry business services
- Rural sustainability - maintains or improves Alberta's air, water and soil
- Safety nets - provides safety net funding
- Food Safety - promotes and ensures appropriate safe food production and processing practices throughout the supply chain; monitors the adoption and implementation of food safety process control systems for, and in partnership with, the agriculture and food industry

Skill Shortages Activities/Initiatives

- *Economic Development Strategy Cross Ministry Initiative* (co-champion)
- *Collaborative Labour Force Strategy* (partner) - a Central Alberta strategy to resolve skill shortages in key industries: manufacturing, oil and gas, agri-food and transportation. Funding for this strategy was provided by a regional labour force working group that included the Central Alberta Economic Partnership, government departments, training providers and the private sector
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy

- Supports the Alberta Food Processors Association (AFPA)/HRE Labour Market Partnership - has been in place for the past five years and is building capacity in the industry through training, enhancing recruitment and retention strategies, as well as coordination of human resource activities
- *Provincial Nominee Program* (partners with Economic Development)
- *Green Certificate Program* - following the apprentice model, this program provides training in seven farm production skills
- *Summer Employment Programs* - provides financial assistance to individuals in three areas:
    - Vet clinics (joint with HRE)
    - Agriculture Processing Industry
    - Summer Farm Employment

Children's Services

Department

Major Responsibilities

- Provides supports to children, youth and families
- Ensures that Alberta's children, youth and families are safe and free from abuse and neglect
- Works to prevent family violence, including supports for elderly people who are abused, and addresses its impact on children, youth and families
- Involves and supports communities in the delivery of services
- Encourages and supports the development of family-friendly communities

Skill Shortages Activities/Initiatives

- *Aboriginal Policy Initiative* (co-champion)
- *Alberta Children and Youth Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- Partnership for *Providing Access and Support to Career Transition for Youth in Care* (with HRE)
- *Advancing Futures Bursary* - provides support for tuition, books and living expenses to children who have been, or continue to be, in the care of Children's Services
- Participating on the Alberta Congress Board conference planning committee to develop agenda and program for the 2006 conference, regarding the role of immigration in the Alberta workforce

Department

Community Development

Major Responsibilities

- Promotes community development
- Protects human rights and promotes fairness and access
- Ensures inclusion and participation for Albertans with disabilities
- Preserves, protects and presents Alberta's history, culture, provincial parks and protected areas

Skill Shortages Activities/Initiatives

- The *Human Rights, Citizenship and Multicultural Education Fund* supports educational initiatives that help foster equality and fairness and encourage the inclusion of all Albertans in economic, social and cultural activities
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- *Integrating Skilled Immigrants into the Alberta Economy* - works with cross-ministry team to implement new actions for integrating immigrants into the Alberta economy

Economic Development

Department

Major Responsibilities

- Provides strategic policy and planning input for Alberta's economic development
- Promotes increased trade of Alberta's goods and services
- Attracts investment to Alberta
- Stimulates the growth of Alberta's tourism industry

Skill Shortages Activities/Initiatives

- *Economic Development Strategy Cross Ministry Initiative* (co-champion)
- *Leading in Learning & Skilled Workforce Cross Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- Economic immigrant attraction - primary role is in marketing Alberta as a prime location in which to live and work
- *Collaborative Labour Force Strategy* (partner) - a Central Alberta strategy to resolve skill shortages in key industries: manufacturing, oil and gas, agri-food and transportation. Funding for this strategy was provided by a regional labour force working group that included the Central Alberta Economic Partnership, government departments, training providers and the private sector

- *Provincial Nominee Program* (lead)
- *Foreign Worker Readiness* workshops
- *Euro-Mission* (lead)
- *Wage and Salary Survey* (partners with HRE)
- Funding contribution to the *Aboriginal Labour Force Survey*
- Works with *Alberta Economic Development Authority* (AEDA) on cost management of mega-projects
- Provides a variety of publications, statistics, reports, and studies providing information on Alberta's economy and industries
- *Integrating Skilled Immigrants into the Alberta Economy* - works with cross-ministry team to implement new actions for integrating immigrants into the Alberta economy
- *Place-to-Place Price Comparison Survey for Selected Alberta Communities* (partner with Finance and Education)

Education

Department

Major Responsibilities

- Develops curriculum and sets standards
- Evaluates curriculum and assesses outcomes
- Develops and certifies teachers
- Funds and supports school boards
- Supports learning needs of students with special needs, Aboriginal, francophone and immigrant students
- Manages the *Alberta Initiative for School Improvement* (AISI)
- Develops and implements K-12 education policies and regulations

Skill Shortages Activities/Initiatives

- *Alberta Children and Youth Cross Ministry Initiative* (co-champion)
- *Leading in Learning & Skilled Workforce Cross Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- The following programs are offered to allow students to develop career-related skills:
  - *Career and Technology Studies* (CTS)
  - *Integrated Occupational Programs* (IOP)
  - *Career Internship 10*
  - *Career and Life Management* (CALM) - includes personal career portfolios

- *Work Experience*
- *Information and Communication Technology (ICT) Program of Studies* and the infusion of ICT learning outcomes into core programs
- *International Language Programs*
- *Individualized Learner Career Pathways*
- *Youth Apprenticeship Project*
- *Green Certificate Program*
- *Registered Apprenticeship Program*
- *Alberta Aboriginal Apprenticeship Project*

- Other initiatives:
  - *Take Our Kids to Work*
  - Career Fairs held annually in Alberta schools
  - *Place-to-Place Price Comparison Survey for Selected Alberta Communities* (partner with Economic Development and Finance)

Energy

Department

Major Responsibilities

- Secures Albertans' share and benefits from energy and mineral resource development
- Ensures Alberta's energy and mineral resources remain competitive, and attract investment and development
- Increases Albertans' awareness of energy and mineral resource development and related policies, and the significance of these resources to Alberta's economy
- Ensures Alberta consumers have a choice of reliable and competitively priced energy

Skill Shortages Activities/Initiatives

- Works with industry on oil, gas and oilsands projects and issues associated with these projects, including the availability of skilled labour
- Funding contribution to the *Aboriginal Labour Force Survey*
- Economic forecasting, including
  - Oil and gas price forecasting
  - Providing revenue and cash forecasts

Department

Finance

Major Responsibilities

- Manages financial assets and liabilities
- Facilitates fiscal planning and decision-making
- Fosters an effective accountability framework
- Fosters access to comprehensive and competitive financial products, services, and pension plans
- Administers the regulations affecting pension plan members, depositors and policy holders
- Manages revenue programs
- Manages and invests financial assets
- Manages risk associated with liability exposure and loss of public assets
- Regulates and fosters Alberta's capital market
- Long-term revenue and investment policy

Skill Shortages Activities/Initiatives

- *Health Renewal and Wellness Cross Ministry Initiative* (co-champion)
- Economic forecasting, including:
  - Employment forecasts
  - Canadian interest rate, U.S. dollar exchange prices forecast
  - Alberta Gross Domestic Product (GDP) forecast
  - Project specific impact analysis on labour demand
- Funding contribution to the *Aboriginal Labour Force Survey*

- Tracks labour mobility statistics - *Alberta Population Report*
- Provision of Alberta Population Projections
- *Place-to-Place Price Comparison Survey for Selected Alberta Communities* (partner with Economic Development and Education)
- Partners with *CAREERS: The Next Generation* - measures the perceptions and experiences related to the trades as a career choice
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy

Department

Health & Wellness

Major Responsibilities

- Sets direction, policy and standards for the health care system
- Sets priorities based on health needs
- Determines the scope of the financial, capital and human resources required
- Measures and reports on the health system's performance
- Promotes wellness and works to prevent disease and injury
- Enables Albertans to make informed decisions about their health
- Engages in cross-ministry initiatives to address challenges to the population's health and wellness

Skill Shortages Activities/Initiatives

- *Health Renewal and Wellness Cross Ministry Initiative* (co-champion)
- *Alberta Children and Youth Cross Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- Establishment of an Alberta Comprehensive Health Workforce Plan
- Significant additions to health disciplines education programming through Advanced Education
- Accelerated nursing programs to shorten training times, and refresher courses to encourage older workers to return to the profession
- Increased ability to assess and integrate health care workers from

other countries, through the *Provincial Nominee Program* and *International Medical Graduate* (IMG) programs; examples of the latter include:

- *The Alberta International Medical Graduate* program at the Universities of Calgary and Alberta, which facilitates the entry of IMGs living in Alberta into family medicine and specialty residency positions
- *Part V of the Special Register* allows IMGs restricted licenses to work in areas of Alberta designated as having an emergency need for a physician by the Minister of Health and Wellness
- The *IMG Clinical Preceptorship Initiative* through Capital Health provides international medical graduates with restricted licensing

- *Rural Physician Action Plan* - a program to increase the number of physicians in rural areas and to address working/living conditions
- *Tri-Lateral Master Agreement* - increased the remuneration rates of physicians to help attract more physicians
- *Quality of Work Life* - commissioned survey reports on nursing, 16 health professions and health administration/support and made system-wide recommendations on recruitment and retention to major employers in Alberta
- *Health Workforce Information Network* (HWIN)
- *Integrating Skilled Immigrants into the Alberta Economy* - works with cross-ministry team to implement new actions for integrating immigrants into the Alberta economy

Department

Human Resources & Employment

Major Responsibilities

- Provides financial and health benefits, child support services and employment training support to Albertans in need
- Helps people prepare for, train for, find and keep employment
- Contributes to workplaces that are safe, healthy, fair and stable for employees and employers

Skill Shortages Activities/Initiatives

- *Leading in Learning and Skilled Workforce Cross-Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy (lead)
- Two Key Corporate Initiatives (KCI):
  - *Skill Shortages Strategy* - to develop and implement strategies to address skill shortages, skill deficits and workforce productivity
  - *Partnerships Strategy* - through *Bridging the Gap: A Partnership Framework,* establishing partnerships with employers, business and industry is a priority
- *Collaborative Labour Force Strategy* (partner) - strategy to resolve skill shortages in key industries: manufacturing, oil and gas, agri-food and transportation; funding for this strategy was provided by a regional labour force working group that included the Central Alberta Economic

Partnership, government departments, training providers and the private sector

- *The Skills Investment Strategy* consists of four programs - *Career Information, Work Foundations, Training for Work and Workforce Partnerships* - responding to the needs of clients and the labour market
- Through the *Career Information Program*, labour market and career information products and services are provided, including:
  - Career, education and employment information through the ALIS website (partner with Advanced Education), Labour Market Information Centres (LMICs) and the Career Information Hotline
  - Partner with *CAREERS: The Next Generation* - encourages students to consider all career options and assists with internships
  - *Alberta Modified Canadian Occupational Projection System (COPS) Forecast*
  - *Alberta Profiles* (on Youth, Older Workers, Aboriginal People, Immigration and Migration, and Disabled Persons)
  - *Alberta Regional Population Outlook*
  - *Construction Industry Forecast* (led by the Construction Labour Relations Association)
  - *Wage and Salary Survey (lead)*
  - *Labour Force Statistics*

- *Aboriginal Labour Force Survey* (supplies monthly labour statistics for Aboriginal people living off-reserve in Alberta)
- *Quarterly Unemployment Rates by Occupation*
- *Regional Occupational Forecast*
- *Alberta Youth Employment Strategy (YES)* - helps youth prepare for work and manage the school-to-work transition; Youth Connections is a successful program under the YES that includes a free service to connect motivated young people with businesses looking for employees who are seeking meaningful employment

- *Work Foundations* provides grant funding to eligible Albertans for training in English as a Second Language (ESL), adult basic education, academic upgrading and/or general employability skills training
- *Training for Work* provides grant funding to eligible Albertans for training in occupationally-focused programs, including:
  - Job Skills Training - Occupational training programs (classroom and workplace based) teaching skills that are in demand by regional employers
  - Self-Employment Training - provides formal instruction in business plan development, business counseling, coaching, guidance and follow-up during business plan implementation
  - Summer Temporary Employment Program - provides Albertans with career-related training and work experience through a variety of summer jobs

- First Nations Training to Employment Program - provides industry-targeted training to Aboriginals on-reserve

- *Workforce Partnerships* provides programs and services that contribute to Alberta's economic growth and respond to skill shortages

  - *Labour Market Partnerships* (LMP) projects - these partnerships with industry associations and communities identify, develop and implement labour force adjustment and human resource development strategies specific to each community or industry sector; partnerships have also been established with key stakeholders, including training providers, to support the design and implementation of programs and services

- *Disability Related Employment Supports* (DRES) - provides employment and training supports to people with disabilities to assist them to overcome the barriers they may face in obtaining and maintaining employment.

- Works with Aboriginal Affairs and Northern Development to provide support to the federal government's *Aboriginal Workforce Participation Initiative*, a program to increase Aboriginal employment

- *Aboriginal Labour Force Pilot Project* - supports the development of labour force planning at the regional or tribal council level

- Development and validation of an *Alberta Occupational Supply Outlook Model* (AOSOM). When completed, the *Alberta Occupational Demand and Supply Outlook Models* can

be used to forecast potential future occupational shortages or surpluses

- *Integrating Skilled Immigrants into the Alberta Economy* - leads the work on a cross-ministry team to implement new actions for integrating immigrants into the Alberta economy
- Co-ordinates immigration services with the federal government and across ministries and also provides settlement and language services to immigrants
- *Provincial Nominee Program* (partners with Economic Development)
- Provides support for programs and centres bridging foreign trained professionals into the Alberta labour market
- Responsible for Alberta's implementation of Chapter 7 (Labour Mobility) of the *Agreement on Internal Trade* - provides advice to self-regulating occupations and trades to enhance the movement of qualified workers throughout Canada
- *Work Safe* - a shared commitment by industry, safety associations, labour and government to significantly reduce workplace injuries and illnesses, and to make Alberta one of the best places to live and work

Infrastructure & Transportation

Department

Major Responsibilities

- Plans, designs, constructs, rehabilitates, operates, and maintains provincial highways and other government-owned/support infrastructure
- Supports the provision of infrastructure for health care, learning, community, senior lodges, municipal transportation, and municipal water/wastewater treatment and distribution
- Manages central services to all government departments including accommodation requirements, property acquisition and sale, air transportation and vehicle fleet operations
- Provides driver education, licensing standards, and safety programs and manages driver records and problem drivers
- Monitors the handling and transport of dangerous goods and oversees the operation of provincial railways
- Influences national and international transportation policy and represents Alberta's transportation interests in national and international trade agreements

Skill Shortages Activities/Initiatives

- *Health Renewal and Wellness Cross Ministry Initiative* (co-champion)
- Legislation, policies and services directly impact industry projects and can impact ability to attract labour

Department

Innovation & Science

Major Responsibilities

- Provides strategic leadership for science and research Alberta
- Manages and funds investments in science and research in three priority areas: energy research, information and communications technology, and life sciences
- Facilitates technology commercialization and development to build knowledge-intensive industries in Alberta

Skill Shortages Activities/Initiatives

- *Unleashing Innovation*, Government of Alberta Business Plan (lead/champion)
- *Economic Development and Innovation Cross Ministry Initiative* (co-champion)
- Works with the inter-departmental Labour Force Planning Committee in identifying skill shortages and developing strategies to address these issues, including development of a new Government of Alberta labour supply strategy
- Ministry programs are aimed at developing, attracting and retaining high quality people who possess the scientific, technical and entrepreneurial skills needed in an innovative, knowledge-based economy
- *Alberta Science and Research Investments Program* (ASRIP) - enhances highly qualified personnel (HQP) through its support of university research and graduate students

- *Small Equipment Grants Program* - provides targeted support for researchers with submissions to the Canada Foundation for the *Innovation New Opportunities Program*; this program assists Alberta universities' efforts to recruit and retain key researchers in priority areas
- Alberta Science and Research Authority (ASRA) "People Project" - started in January 2005 and aimed at identifying the issues associated with achieving excellence, and suggesting possible courses of action to address gaps and weaknesses at the HQP level
- The Alberta Heritage Foundation for Medical Research (AHFMR), the Alberta Ingenuity Fund (AIF) and the informatics Centre for Research Excellence (iCORE) all offer programs and services that attract excellent high-quality personnel to the province's research community
- *Provincial Nominee Program* (partners with Economic Development)

Department

Sustainable Resource Development

Major Responsibilities

- Forest protection - protects Alberta's forests by preventing and suppressing wildfire in the forest protection area
- Forestland and resource development - enhances the economic, environmental and social contributions of Alberta's public forests and forestlands to Albertans
- Fish and wildlife management - enhances the economic, environmental and social contributions of Alberta's fish and wildlife resources to Albertans
- Land use disposition management - optimizes the benefits (environmental, social and economic) Albertans receive from public lands through effective, efficient planning and disposition management

Skill Shortages Activities/Initiatives

- Legislation, policies and services directly impact industry projects and may affect ability to attract labour
- Provides a funding contribution to the Aboriginal *Labour Force Survey*

Acronym Glossary

AAAP	Alberta Aboriginal Apprenticeship Project
AAND	Aboriginal Affairs and Northern Development
ACS	Alberta Children's Services
AE	Advanced Education
AED	Alberta Economic Development
AEDA	Alberta Economic Development Authority
AFPA	Alberta Food Processors Association
AFRD	Agriculture, Food and Rural Development
AHFMR	Alberta Heritage Foundation for Medical Research
AISI	Alberta Initiative for School Improvement
ALIS	Alberta Learning Information System
AOSOM	Alberta Occupational Supply Outlook Model
ASRA	Alberta Science and Research Authority
ASRIP	Alberta Science and Research Investments Program
AWPI	Aboriginal Workforce Participation Initiative
CAEP	Central Alberta Economic Partnership
CALM	Career and Life Management
COAA	Construction Owners Association of Alberta
COPS	Canadian Occupational Projection System
CTS	Career and Technology Studies
DRES	Disability Related Employment Supports
ED	Education
ESL	English as a Second Language
GDP	Gross Domestic Product
HQP	Highly Qualified Personnel
HRE	Human Resources and Employment
HWIN	Health Workforce Information Network
I&S	Innovation and Science
iCORE	Informatics Centre for Research Excellence
ICT	Information and Communication Technology
IMG	International Medical Graduate
IOP	Integrated Occupational Programs
IQAS	International Qualification Assessment Service
KCI	Key Corporate Initiatives
LMIC	Labour Market Information Centre
LMP	Labour Market Partnership
RAP	Registered Apprenticeship Program
SRD	Sustainable Resource Development
YAP	Youth Apprenticeship Project
YES	Youth Employment Strategy

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